



United States  
Department of  
Agriculture

Agricultural  
Research  
Service

National  
Program  
Staff

Beltsville, Maryland  
20705

*Brown* *Mangan*

December 16, 1985

SUBJECT: ARS Scientists - Strategic Plan Approach 3.5  
(Insects Affecting Man and Animals)

TO: LD's and RL's

Enclosed please find current listings and phone numbers of ARS scientists contributing to research in the area of Strategic Plan Approach 3.5, "Develop Means to Control Insects, Ticks, and Mites Affecting Animals and Man." These listings are provided to help foster and stimulate scientific interactions among the various ARS research units addressing similar problems. I hope you will make this listing available to the research scientists in your units.

Seasons Greetings and best wishes for the New Year.

*Ralph*

RALPH A. BRAM  
National Program Leader  
Insects Affecting Man & Animals  
and Parasitology





SCIENTISTS  
INSECTS AFFECTING MAN AND ANIMALS  
Strategic Plan Approach 3.5

BELTSVILLE, MD 20705: Livestock Insects Laboratory (AEQI)  
1203-30-00 Rm. 120, B-307, BARC-East

|                       |               |             |        |
|-----------------------|---------------|-------------|--------|
| Carroll, John F.      | FTS: 344-2275 | Res Ent     | B-476  |
| Crystal, Maxwell M.   | 344-2017      | Res Ent     | B-476  |
| Hayes, Dora K. (RL)   | 344-2474      | Res Chem    | B-307  |
| Jaffe, Howard         | 344-4168      | Res Chem    | B-307  |
| Miller, Richard W.    | 344-2478      | Res Ani Sci | B-177A |
| Morgan, Neal O.       | 344-2277      | Res Ent     | B-476  |
| Pickens, Lawrence G.  | 344-2974      | Res Ent     | B-177A |
| Redfern, Robert E.    | 344-2298      | Res Ent     | B-309  |
| Schmidtman, Edward T. | 344-2973      | Res Ent     | B-177A |

GREENPORT, NY 11944: Plum Island Animal Disease Laboratory  
P. O. Box 848

Pathobiological Research Unit  
1940-08-00

|                        |               |              |
|------------------------|---------------|--------------|
| Endris, Richard G.     | FTS: 649-9304 | Res Ent      |
| Mebus, Charles A. (RL) | 649-9255      | Vet Med Offi |

LINCOLN, NE 68503: Midwest Livestock Insects Research Laboratory  
3816-30-00 Department of Entomology  
University of Nebraska

|                         |               |         |
|-------------------------|---------------|---------|
| Gilbertson, Conrad B.   | FTS: 541-5265 | Agr Eng |
| Petersen, James J.      | 541-5267      | Res Ent |
| Thomas, Gustave D. (RL) | 541-5261      | Res Ent |

FARGO, ND 58105: Metabolism & Radiation Research Laboratory  
P. O. Box 5674  
State University Station

Insect Physiology & Metabolism Research Unit  
3915-05-20

|                       |               |          |
|-----------------------|---------------|----------|
| Hammack, Leslie       | FTS: 783-5447 | Res Ent  |
| Nelson, Dennis R (RL) | 783-5465      | Res Chem |
| Peterson, Richard D.  | 783-5354      | Res Ent  |
| Whitten, C. James     | 783-5354      | Res Ent  |





TUXTLA GUTIERREZ, MEXICO: Screwworm Research Project  
4050-05-00 Apartado 544  
Tuxtla Gutierrez  
Chiapas, Mexico

Mission Office:  
Box 969  
Mission, TX 78572  
FTS: 734-3276

|                       |                     |          |
|-----------------------|---------------------|----------|
| Brown, Harold E. (RL) | 9-011-52-961-335-50 | Res Chem |
| Mackley, James W.     | "                   | Res Ent  |
| Mangan, Robert L.     | "                   | Res Ent  |
| Taylor, David B.      | "                   | Res Gen  |
| Thomas, Donald B.     | "                   | Res Ent  |

San Jose, Costa Rica: Screwworm Research  
American Embassy, San Jose  
APO Miami, FL 34090

|                    |                    |         |
|--------------------|--------------------|---------|
| Rubink, William H. | 9-011-506-29-90-28 | Res Ent |
| Welch, John B.     | "                  | Res Ent |

LARAMIE, WY 82071-3965: Arthropod-borne Animal Diseases Research Lab  
5410-10-00 University of Wyoming  
Box 3965  
University Station

|                        |               |              |
|------------------------|---------------|--------------|
| Holbrook, Fred R.      | FTS: 328-0304 | Res Ent      |
| Hunt, Gregg J.         | "             | Ent          |
| Mecham, James O.       | "             | Microbiol    |
| Nunnamaker, Richard A. | "             | Res Ent      |
| Walton, Thomas E. (RL) | "             | Vet Med Offi |

COLLEGE STATION, TX 77840: Veterinary Toxicology & Entomology Res Lab  
P. O. Drawer GE

Veterinary Entomology Research Unit  
6202-30-35

|                        |               |          |
|------------------------|---------------|----------|
| Blume, Richard R.      | FTS: 527-1324 | Res Ent  |
| Bull, Don L. (RL)      | 527-1401      | Res Ent  |
| Chen, Andrew C.        | 527-1401      | Res Ent  |
| Cook, Benjamin J.      | 527-1320      | Res Ent  |
| DeVaney, Joyce A.      | 527-1317      | Res Ent  |
| Fincher, G. Truman     | 527-1336      | Res Ent  |
| Harris, Robert L.      | 527-1317      | Res Ent  |
| Holman, G. Mark        | 527-1322      | Res Ent  |
| Meola, Shirlee M.      | 527-1339      | Res Ent  |
| Roth, James P.         | 527-1326      | Res Ent  |
| Spates, George E., Jr. | 527-1404      | Res Ent  |
| Summerlin, James W.    | 527-1337      | Ent      |
| Wagner, Renee          | 527-1315      | Res Chem |





KERRVILLE, TX 78028: U.S. Livestock Insects Laboratory  
P. O. Box 232

Biting Fly - Cattle Grub Research Unit  
6205-05-05

|                         |              |               |
|-------------------------|--------------|---------------|
| Chamberlain, William F. | 512-257-3566 | Res Ent       |
| Drummond, Roger O. (LD) | "            | Res Ent       |
| Fisher, William F.      | "            | Microbiol     |
| Kunz, Sidney E. (RL)    | "            | Res Ent       |
| Miller, J. Allen        | "            | Agr Eng       |
| Oehler, Delbert D.      | "            | Chemist       |
| Pruett, John H.         | "            | Res Microbiol |
| Schmidt, Charles D.     | "            | Res Ent       |
| Temeyer, Kevin B.       | "            | Microbiol     |

Lethbridge, Alberta T1J 4B1, Canada: Federal Research Station  
Agriculture Canada

|                    |              |         |
|--------------------|--------------|---------|
| Scholl, Phillip J. | 403-327-4561 | Res Ent |
|--------------------|--------------|---------|

Tick and Scabies Research Unit  
6205-05-15

|                      |              |             |
|----------------------|--------------|-------------|
| George, John E. (RL) | 512-257-3566 | Res Ent     |
| Guillot, Frank S.    | "            | Res Ent     |
| Hilburn, Larry R.    | "            | Res Gen Ins |
| Hunt, Lawanda M.     | "            | Res Chem    |
| Pound, J. Matthew    | "            | Res Ent     |
| Wright, Fred C.      | "            | Res Chem    |

Poteau, OK 74953: Lone Star Tick Laboratory  
6205-05-20 P. O. Box 588

|                    |              |         |
|--------------------|--------------|---------|
| Barnard, Donald R. | 918-647-9121 | Res Ent |
| Garris, Glen I.    | "            | Res Ent |
| Koch, Henry G.     | "            | Res Ent |

Mission, TX 78572: Cattle Fever Tick Research Laboratory  
P. O. Box 986

|                  |              |         |
|------------------|--------------|---------|
| Ahrens, Elmer H. | 512-585-6788 | Ent     |
| Davey, Ronald B. | "            | Res Ent |





GAINESVILLE, FL 32604: Insects Affecting Man & Animals Research Lab  
6615-10-00 P. O. Box 14565 (COM: 904-374-5900)

Modeling & Bioengineering Research Unit  
6615-10-05

|                        |               |                 |
|------------------------|---------------|-----------------|
| Focks, Dana A.         | FTS: 947-7976 | Res Ent         |
| Haile, Danel G.        | 947-7928      | Ag Eng          |
| Mount, Gary A. (LD/RL) | 947-7900      | Res Ent         |
| Moussa, Moufied A.     | 947-7950      | Liaison Officer |

Fly & Household Insects Research Unit  
6615-10-10

|                            |               |         |
|----------------------------|---------------|---------|
| Brenner, Richard J.        | FTS: 947-7937 | Res Ent |
| Morgan, Phillip B.         | 947-7969      | Res Ent |
| Patterson, Richard S. (RL) | 947-7910      | Res Ent |

Panama City, FL 32402: West Florida Arthropod Research Lab  
P. O. Box 905

|                          |              |         |
|--------------------------|--------------|---------|
| Hogsette, Jerome A., Jr. | 904-763-2153 | Res Ent |
|--------------------------|--------------|---------|

Imported Fire Ant Research Unit  
6615-10-15

|                           |               |          |
|---------------------------|---------------|----------|
| Adams, Claude T.          | FTS: 947-7913 | Res Ent  |
| Banks, William A.         | 947-7907      | Res Ent  |
| Glancey, B. Michael       | 947-7989      | Res Ent  |
| Jouvenaz, Donald P.       | 947-7914      | Res Ent  |
| Lofgren, Clifford S. (RL) | 947-7920      | Res Ent  |
| Vander Meer, Robert K.    | 947-7918      | Res Chem |
| Williams, David F.        | 947-7991      | Res Ent  |
| Wojcik, Daniel P.         | 947-7986      | Res Ent  |

Mosquito Biology & Control, Pesticides & Pathology Research Unit  
6615-10-20

|                     |               |           |
|---------------------|---------------|-----------|
| Bailey, Donald L.   | FTS: 947-7906 | Res Ent   |
| Becnel, James J.    | 947-7926      | Biologist |
| Dame, David A. (RL) | 947-7930      | Res Ent   |
| Focks, Dana A.      | 947-7976      | Res Ent   |
| Fukuda, Tokuo       | 947-7964      | Microbiol |
| Kline, Daniel L.    | 947-7933      | Res Ent   |
| Lacey, Lawrence A.  | 947-7961      | Res Ent   |
| McLaughlin, Roy E.  | 947-7892      | Res Ent   |
| Schreck, Carl E.    | 947-7968      | Res Ent   |
| Undeen, Albert H.   | 947-7966      | Res Ent   |

Genetics, Radiation, & Insect Attractants Research Unit  
6615-10-25

|                         |               |          |
|-------------------------|---------------|----------|
| Carlson, David A.       | FTS: 947-7929 | Res Chem |
| Kaiser, Paul E.         | 947-7998      | Ent      |
| Narang, Sudhir K.       | 947-7988      | Res Gen  |
| Seawright, Jack A. (RL) | 947-7940      | Res Ent  |
| Smittle, Burrell J.     | 947-7935      | Res Ent  |
| Willis, Nathaniel L.    | 947-7932      | Ent      |





UNITED STATES GOVERNMENT

# Memorandum

TO : Dr. Jim Whitten

DATE: 31 May 85

FROM : RAUL MARROQUIN

SUBJECT: Plant "Wish list"

Dear Jim

Attached is the list of plans we have established for our methods group. I am very excited about the gels that are being investigated now and they provide an excellent opportunity to completely re-do our diets - larval and adult. If I can swing it, I will be placing (out of ink) emphasis along those lines. After the meeting various individuals came up with a multitude of answers to some of my questions - but more would accept the responsibility if I changed the procedures based on their comments.

Perhaps what we're wondering about will provide some idea on further research.

Your comments on the list at the meeting were very much appreciated. Thanks.

Warmest Regards

Raul M.







PLANT TESTING  
PRUEBAS DE PLANTA.

- SHORT/CORTO: Determine actual loss and develop a system to collect from waste-acetate.  
Determinar las pérdidas reales y desarrollar un sistema para coleccionar larva del acetato desechado.
- ✓ Determine time limit and factors involved in pupation.  
Determinar límite de tiempo y factores involucrados en pupación.
- Gel use in 1st. and 2nd. start.  
Uso de Gel en 1a. y 2a. Iniciación.
- Extend tests on gel as larval media.  
Extender prueba de gel como medio para desarrollo larvario.
- Initiate test for gel as adult diet.  
Iniciar pruebas para gel como alimento para adultos.
- Continue sugar-milk tests for adult.  
Continuar pruebas de azúcar-leche en polvo como dieta para adultos.
- Review of procedures to reduce loss and damage.  
Revisión de procedimientos para reducir pérdidas y daños.
- Early crawl-off collection system.  
Desarrollar un sistema para coleccionar larva que cae demasiado temprano (no adecuadamente desarrollada)
- Develop procedures for collecting larval form pupation and maturation rooms, (if necessary).  
Desarrollar procedimiento para coleccionar larva en los cuartos de pupación y maduración, (sí es necesario).
- Reusable material for larvae development.  
Material reusable para desarrollo larvario.
- Use of varied diet.  
Uso de dieta variada.





STRAIN CHANGE  
CAMBIO DE CEPA.

SHORT/CORTO:

Eliminate VF-84 from floor  
Eliminar VF-84 del piso.

Open Security entrance to area  
Abrir entrada de seguridad al área

Prepare to receive CH-85  
Preparar para recibir CH-85.

LONG/LARGO

Improve supervision and span of control  
Mejorar supervisión y extensión de supervisión.

Develop strain profile to pass with strain.  
Desarrollar perfil de la cepa para cuando se pasa la cepa.





- LONG/LARGO: Develop continuous flow vat.  
Desarrollar charolas de flujo continuo.
- Develop vertical "vats"  
Desarrollar "charolas" verticales.
- Develop continuous oviposition technique.  
Desarrollar técnica para oviposición continua.
- Investigate pupation without sawdust or other media.  
Investigar pupación sin aserrín y otro medio.
- Study the establishment of environmental conditions.  
Estudiar el establecimiento de condiciones ambientales.
- Examine use of Tri-Clover blending system, omnidata for other areas.  
Examinar el uso de los mezclados Tri-Clover y omnidata para uso en otras áreas.
- Time to pupation-eclosion.  
Tiempo a pupación-eclosión.
- Artificial oviposition stimulants.  
Estimulantes artificiales para oviposición.
- Parameters for determining sexual maturity.  
Factores para determinar madurez sexual.
- Variation in oögenesis by reabsorption.  
Variación en oögeneses - porque reabsorción.
- Systems for transport.  
Sistemas para transporte.
- Cold storage of pupae prior to oviposition.  
Almacenaje frío de pupas antes de oviposición.
- Chill fly for oviposition.  
Macho mosca para oviposición.
- Technique to eliminate first and second star spots.  
Técnica para eliminar la 1a. y 2a. manchas.





CONCEPTS AND QUESTIONS NOT PLANNED  
FOR STUDY AT THIS TIME.

CONCEPTOS Y PREGUNTAS NO PLANEADAS  
PARA ESTUDIO ACTUALMENTE.

- Effects of our selection for size.  
Efectos de nuestra seleccion para tamaño.
- Effects of our selection for rapid development.  
Efectos de nuestra selección para desarrollo rápido.
- Effects of photo period.  
Efectos de período de luz.
- Mating capacity and effectiveness in field compared to weight.  
Capacidad para apareamiento y efectividad en el campo comparado contra peso.
- Effects and causes of weight loss in the pupal stage.  
Efectos y causas de la disminución de peso en la pupa.
- Time to pupation-reasons.  
Tiempo a pupación-razones.
- Artificial oviposition attractant.  
Atrayente artificial para oviposición.
- Parameters for determining sexual maturity.  
Parametros para determinar maduración sexual.
- Variation in oögenesis-why reabsorption.  
Variación en oögenises - porque reabsorción
- Systems for transport.  
Sistema para transportar.
- Cold storage of pupae prior to oviposition.  
Almacenaje frio de pupa antes de oviposición.
- Chill fly for oviposition.  
Mosca enfriada para oviposición.
- Technique to eliminate first and second start room.  
Técnica para eliminar 1a. y 2a. iniciación.





- Methods to heat group 1, 2, 3, (24 hrs.).

Metodos para calentar grupos 1, 2, 3, (24 hrs.)

- Real causes of premature crawl-off media deterioration, pH, temperature, crowding, nutrition, waste product buildups.

Causas reales de caída prematura, deterioración del medio, pH, temperatura, sobre población, nutrición, acumulamiento de desechos.

- Larval size at infestation-effects.

Tamaño larvario de infestación-efectos.





QUALITY CONTROL  
CONTROL DE CALIDAD.

SHORT/CORTO:

- Agility Testing Procedure and Apparatus  
Procedimientos y Aparatos para pruebas  
de agilidad.

LONG/LARGO:

- Sterility Testing Procedure  
Procedimiento para probar  
esterilidad.
- Procedure for verification of exposure  
Procedimiento para verificar exposición.





UNITED STATES ANIMAL HEALTH ASSOCIATION  
STATE FEDERAL RELATIONS COMMITTEE REPORT  
NEW CARROLLTON, MARYLAND  
MARCH 9-12, 1987

Following is the Report of the State Federal Relations Committee in it's entirety. It should be understood that this report has not been adopted by the Executive Committee of USAHA, but will come up for approval at the annual meeting in Salt Lake City.

The State Federal Relations Committee met in New Carrollton, Maryland, March 9-12, 1987. All members of the committee were present.

This committee met with representatives of the Center for Veterinary Medicine, FDA, Food Safety and Inspection Service, Agricultural Research Service, National Program Staffs, and Animal and Plant Health Inspection Services, Veterinary Services.

These persons gave presentations of their activities and programs and then had discussions of key issues.

Committee members are most appreciative of responses to the resolutions adopted at the USAHA meeting of 1986.

Committee members strongly believe that problems relating to animal health, wholesome food and research of animal related activity can best be solved through cooperation of Federal and State people with industry oversight and support.

This committee is, in general, supportive of most USDA program policy. Areas of agreement will be lightly noted, while areas of concern will be specifically spoken to.

Center for Veterinary Medicine-FDA

This committee supports the work which has been done on extra label use of drugs and tissue residues in food animals. We also agree with the concept of client-patient-veterinary relationship pertaining to control of prescription drugs. We look forward to each State Veterinarian receiving a copy of the model veterinary drug code for state regulation of prescription drugs. Compliance through education should always be the goal, and it is our opinion that the CVM is working diligently to achieve this.

Food Safety Inspection Service

Microbiological contamination of meat and meat food products is a concern of the veterinary profession, livestock producers, regulatory agencies and consumers. We commend FSIS in their efforts to control and eliminate these problems.

With the demands on available funds, we agree with the concept of discretionary inspection and putting the emphasis and effort where the critical problems exist.

We reaffirm our opposition to user fees for meat inspection. The meat inspection program is mandated for consumer protection and the cost of the program should not be allocated to the meat industry and ultimately to the producer. It could cause many small packers to cease operations.

We commend FSIS for their policy of working more cooperatively with APHIS-VS and FDA in resolving problems in identifying suspected diseased and tissue residue animals to assure accurate traceback to farms of origin. Improvement is needed in proper and diligent collections of all man made identifications and accurate record keeping.

Funding of cooperative state programs needs to be reviewed and the federal support especially in T & A plants increased substantially. We believe such an adjustment would preclude states from defaulting their programs to FSIS.

Agricultural Research Service

We commend ARS for their continued efforts which focus research on areas of concern to the nations livestock producers.

We encourage the continued communication and cooperation between ARS and APHIS which enhances our ability to control diseases.

The Committee on State and Federal Relations suggests a direct line of communication with state animal health officials when a research program could have an impact on the livestock industry in that state.

This committee recommends that ARS investigate the nature of the resistance of the amblyoma ticks in Mexico to the acaricides currently in use.

The basic research being conducted on paratuberculosis and pseudorabies is needed and hopefully will lead to development of improved diagnostic ability.

Research on the role of embryo transfer in disease transmission is to be encouraged as is ongoing research which affects the quality of food supply of this country.







## Veterinary Services

The committee was pleased with the thorough response of Veterinary Services to the recommendations of the 1986 USAHA annual meeting. The following items are of special interest.

We commend Veterinary Services efforts to strengthen and expand international disease control programs. We support work to move the screwworm barrier through Guatemala and Belize and to proceed with plans to build a new plant in Panama. We support all efforts to protect our borders from the introduction of foreign diseases and parasites. We commend efforts to prevent the reintroduction of FMD into the United States and support efforts in the Darien Gap.

We reaffirm our recommendation of 1986 that the NAHMS program not be expanded too rapidly until problems that now exist in the pilot states are solved.

We support the pseudorabies eradication/control program as outlined in the L.C.I. Draft and request APHIS funding for PRV be put in the 1988 budget and that it be a line item beginning in the 1989 U.S.D.A.-APHIS budget.

The committee supports efforts to improve the animal health certification process and, to that end, urges Veterinary Services to improve communications with state and local animal health officials and to establish procedures and standards that are consistent with modern marketing practices and within the capability of animal health officials in the field.

Although enforcement of accreditation violations by veterinarians is necessary, a more positive image of the veterinarians who satisfactorily perform accreditation work should be presented by APHIS to the public and the livestock industry.

While it may be important to discourage veterinarians from performing accreditation work on their own or their immediate relatives animals for international shipment, it is an unnecessary restriction for intrastate or interstate movement of animals.

The committee commends the self instruction module program of training veterinary students seeking accreditation or reaccreditation. The committee requests more courses be given at Ames, Plum Island, and other centers for the training of state personnel in epidemiology and foreign animal diseases.

We seriously question the Veterinary Services decision to have a central warehousing system implemented for all 50 states. We urge USDA to reconsider this decision. We are very concerned that little or no input from state animal health officials was obtained.

We urge Veterinary Services to work more closely with the individual states in addressing the 5 year brucellosis plan. The committee feels that the specific areas of Federal involvement by 1990 must be more clearly defined in order for the states to make proper budgetary adjustments that may be necessary.

We strongly support the concept of increased incentive payments to depopulate brucellosis infected herds with highest priority to the free, A, and low incidence B states. We seriously question the proposal to eliminate indemnity for brucellosis reactors starting October 1, 1987.

We commend Veterinary Services for implementing regulations on Mexican cattle by having them presented with the "M" brand on the jaw when imported into the United States.

The committee commends Veterinary Services for its avian influenza survey of live bird markets in the United States and its plans for educating the poultry industry regarding prevention of avian influenza. We urge Veterinary Services to adopt a model control program for contagious diseases of poultry and to institute stronger measures to assure sanitation of conveyances of live poultry and eggs.

The committee recommends that Veterinary Services place a high priority on the development of efficient diagnostic tests for reportable diseases and to accept responsibility for evaluating and approving licensed diagnostic tests for official use by state and federal disease control programs. The introduction of exotic species on farms in the United States is an increasing problem.

The committee endorses streamlining compliance regulations but reserves endorsement of planned changes until tried and results observed. Education by a warning letter and/or other means to promote voluntary compliance is a long range objective. Communication and cooperation with state officials is a necessary effort in this area.

The Bluetongue survey results indicated 18 northeast states to be free of natural infection of this disease. We recommend APHIS seek agreements with foreign governments to permit export of cattle, embryo's and semen into those countries from these states.









United States  
Department of  
Agriculture

Animal and  
Plant Health  
Inspection  
Service

Whitten

Subject: Report on APHIS Goals and Action Plans

Date: January 17, 1990

To: All APHIS Employees

This memo and enclosures are to update you on the progress being made, and problems being encountered, in implementing action plans for the eight APHIS long-range goals. These goals and action plans are part of the APHIS Strategic Plan that was sent to you this past September.

These updates will be prepared and distributed to you, for information and any comments you may have, following the APHIS Management Team quarterly progress reviews.

Overall, we are off to a good start. The work is exciting and I am more convinced than ever that our strategic plan, and the strategic plans in each of the 11 organizational units, are vital to our future.

Take some time to read through these updates. I think you will find them informative. If you have questions or concerns, send them to me. I will make sure your questions and concerns get a response.

*for Larry B. Kagle*  
James W. Glosser  
Administrator

Enclosures



APHIS—Protecting American Agriculture





## APHIS GOAL 1

(Status as of December 29, 1989)

Goal - By January 1990, take specific actions to ensure that APHIS will clearly be the world leader in the appropriate use of state-of-the-art methodology and technology in delivering services.

Action Steps to be Completed by the Review: None, although we were to have begun the review process by January 1, 1990.

Actual Accomplishments: A set of criteria was developed for selection of programs or activity areas that would be reviewed. These criteria were communicated to each AMT member. Subsequently, each AMT member was asked to propose at least one program/activity for review. The proposals were discussed and three were selected:

1. MOSCAMED procedures
2. Commodity treatment procedures
3. Tests to qualify horses for importation

Five additional proposals were judged to have merit and will be considered for a later date.

At this time, PPD is conducting meetings with the Deputy Administrator/Director of these programs being reviewed for the purpose of outlining the review mandate, assembling background information, and developing initial plans for the reviews.

Problems Encountered and Anticipated: The major challenge noted at this point is to select subjects for review that are focused and manageable in size and scope. The reviews must focus only on methodology/technology.



## APHIS Goal 2

(Status as of December 29, 1989)

Goal: By June 1991, identify internal and external audiences/groups who have an interest in APHIS programs and issues; determine the issues and areas about which they are concerned; and have developed and carried out effective ongoing means of two-way communications to these groups on these issues.

Action Steps to be Completed by the Review: The first three action steps were to be completed by the time of this review. These steps included development of a procedure for identifying groups with a stake or interest in APHIS programs, development of a procedure for determining the issues of concern to these groups, and identification of emerging issues, needs, and opportunities.

Actual Accomplishments: Step 1 has been completed with development of a comprehensive list of APHIS stakeholders. For Step 2, a procedure for scanning certain long-term issues/needs has been developed. That procedure is being expanded to include a process for scanning issues of more immediate significance. Completion of Step 3 has been delayed because completing Steps 1 and 2 has taken longer than expected.

Problems Encountered and Anticipated: The process has taken longer than expected, and several steps will be delayed beyond originally scheduled dates. Although we still plan to meet June 1991 target. Though a comprehensive list of groups has been developed, it has not yet been decided how that list will be maintained and accessed.



### APHIS Goal 3

(Status as of December 29, 1989)

Goal: Have in place by December 1991 a comprehensive structure, including technical staff, policies, regulations, and an informed work force, for early identification of viable program alternatives, full consideration of environmental concerns, and adherence to environmentally sound programs.

Action Steps to be Completed by the Review: Parts of the first three action steps were to be completed by December 1989. These steps included: identification of all specialized disciplines required to prepare and review comprehensive environmental risk analyses; developing procedures for cross utilization of technical staffs from within APHIS; identification of all pertinent departmental and other legislation, regulations, policies, directives and guidelines pertaining to APHIS activities; and, develop specific APHIS regulations required under these materials.

Actual Accomplishments: Significant progress was made. Environmental Documentation (ED) has identified and hired the basic disciplines required for APHIS to develop state of the art, defensible environmental risk analyses. A draft of the APHIS National Environmental Policy Act Implementing Procedures has been prepared and should be forwarded to the Office of the General Counsel on or about January 5, 1990. A draft proposal has been developed to permit cross utilization of staffs residing in other APHIS offices. A survey of pertinent environmental legislation, regulations and the like has been completed.

Problems Encountered and Anticipated: The comprehensive survey of pertinent environmental legislation, regulations and the like has identified approximately 60 statutes which mandate certain specific acts to ensure that environmental issues and concerns are taken into consideration in all APHIS activities. The task as defined can be completed. A more comprehensive survey is needed, however. The Forest Service and the Fish and Wildlife Service have both contracted for such surveys. Such a vehicle may be warranted here to ensure that we have adequately identified all pertinent requirements.



## APHIS Goal 4

(Status as of December 29, 1989)

Goal: Have in place by December 1991 a comprehensive system for risk identification, risk assessment, and risk management of exotic and emerging organisms, agents, and wildlife in order to protect animal and plant resources of the United States.

Action Steps to be Completed by the Review: Parts of the risk assessment and risk management action steps were to be completed by December 1989. These steps included: delineation of current risk assessment processes; defining APHIS risk management principles, policy, and process; ongoing contingency planning; and, conducting an animal disease test exercise.

Actual Accomplishments: Policy and Program Development (PPD) recruited individuals with expertise in pest risk assessment. The last position will be filled by February 1, 1990.

Current pest risk assessment processes have been placed in two general categories; exotic to the environment - (foreign, naturally occurring, genetically engineered) and emerging organisms and agents. Documentation of current processes employed has been completed.

Computer-based technologies including: CLIMEX - pest range simulation based on climatic factors; neural network - how data fits together to validate consistency between experts; an Expert system for cut flowers; and a Geographic Information System are currently being evaluated for application in APHIS.

Contacts have been initiated with the North American Plant Protection Organization (NAPPO), European Plant Protection Organization, Australia and New Zealand on risk assessment processes. PPD is chairing a NAPPO pest risk assessment panel. The panel is working towards a common approach to dealing with exotic plant pests.

A revised contingency plan was completed for Oriental fruit fly and contingency plans for the following organisms are in various stages of revision: Foot and mouth disease, Mediterranean fruit fly, Queensland fruit fly, generic plan for Spodoptera sp., potato wart, and karnal bunt.

No test exercises were conducted in 1989. Veterinary Services has planned an exercise for 1990.

Problems Encountered and Anticipated: It has taken longer than anticipated to recruit the necessary staffing to conduct process design work and requested pest risk assessments. Lack of clarity and understanding of definitions and unit roles and the impact of potential changes in PPD involving the integration of pest risk assessment into planning and evaluation activities may further delay completion of the initial steps, however, we anticipate meeting the 1991 goal.



## APHIS Goal 5

(Status as of December 29, 1989)

Goal: By January 1992, take specific actions to ensure that the work environment reflects employees' needs for achievement through flexibility, fairness, recognition, and personal growth.

Action Steps to be Completed by the Review: Parts of the first three action steps were to be completed by the time of the first review. These steps included:

**Employment Flexibilities** - Completion of feasibility studies and proposals to the AMT on the Alternative Work Schedules (AWS) and Work-At-Home initiatives. On the Special Salary Rate Project, the plan called for the identification of the most populous occupational series by location.

**Employee Utilization** - Proposals to the AMT for enriching the PPQ Officer occupation toward more fully utilizing employees.

**Employee Climate** - A report to management and facilitation of an AMT Retreat to agree on strategies for improving employee climate.

Actual Accomplishments: Significant progress has been made. With respect to Employment Flexibilities, the feasibility study and pilot project for AWS were completed. A report was prepared and shared with the AMT in a briefing on 12/21/89. The feasibility study for the Work-At-Home initiative has also been completed and work has begun on identifying test groups for the pilot study. Work has also progressed well on the special salary rate project. Occupational series have been identified by location as planned. The data is currently being analyzed and compared to OPM criteria to help decide where special salary rates can be justified. In the area of Employee Utilization, data is being compiled and analyzed on the PPQ Officer occupation. The data was based on an extensive interview and survey process completed during this first quarter. Proposals to the AMT are being planned for the second quarter. We have also accomplished some initial steps on the Employee Climate initiative. Various approaches have been explored with potential contractors and a meeting with the administrator's office on a proposal is being planned before the end of this calendar year.

Problems Encountered and Anticipated: On the Work-At-Home initiative, resources were not available to begin work until August because of recruitment delays (the project required additional resources). With respect to the PPQ officer utilization study, progress was slowed by the need to rely on an outside agency to electronically scan the surveys; the learning curve to familiarize personnel with the different survey methodologies; and the volume of PPQ Officers as the initial study group. On the Employee Climate Project, delays were incurred because the resources that would have normally been allocated for this work were engaged in strategic planning efforts with AMT members.

Looking beyond the first quarter, except for the need to make some minor adjustments in time frames, we do not anticipate further problems.



## APHIS Goal 6

(Status as of December 29, 1989)

Goal: Have in place by October 1992, for the Fiscal Year (FY) 1993 budget year, a fund acquisition process that focuses on Agency functions, allows for substantial discretion in the allocation of Agency funds, and provides a reliable mechanism for funding emergency programs.

Action Steps to be Completed by the Review: The first three action steps were to be completed by the time of the first review. These steps included revision of the APHIS budget development and allocation processes so that they reflect the new organization structure and are integrated with the Agency strategic plan. We were also to begin discussions with the Department, Office of Management and Budget (OMB), and Congress about the proposed changes to the Agency's fund acquisition process.

Actual Accomplishments: Significant progress was made. The FY 1991 budget was integrated with the APHIS strategic plan. The highest priority in the budget was given to those items in the strategic plan. New initiatives that are not specific to any single Agency program but benefit all were identified and considered as part of the budget formulation process. These include such things as risk assessment and Agencywide training and information resource management programs.

We also modified the budget format and consolidated some program line items. Historically, all programs were listed as either plant health or animal health programs. The new format places all the programs under one of five functional categories related to the Agency mission statement. The new categories are pest and disease exclusion, animal and plant health monitoring, pest and disease management, animal care, and scientific and technical services. The Department and OMB strongly support this change and have urged us to consolidate additional line items in FY 1992.

A new allocation process is now in place and has been used for the FY 1990 allocations. The new process was designed by a task force the Administrator established in April 1989 with representatives from each APHIS unit. The group presented their recommendations to the APHIS Management Team in early August.

Problems Encountered and Anticipated: There is some confusion in the Agency about how the new budget formulation and allocation processes work. They are more complex than the old systems and they are new for everyone in the Agency. More training is needed. There needs to be more coordination between units that share responsibility for line-item programs. Also, Congress must still approve our proposed budget format and line-item consolidations.



## APHIS Goal 7

(Status as of December 29, 1989)

Goal: Have in place by December 1992 a proven national monitoring system that is capable of defining/certifying the health/safety status of our animal and plant commodities and assessing the economic effect of associated diseases, wildlife damage, and production events.

Action Steps to be Completed by the Review: The only action step was to complete a detailed proposal and concept paper.

Actual Accomplishment: A draft concept paper was developed with PPD assuming the lead role. A meeting was held on November 30 with PPD, VS, PPQ, and ADC discussing the draft. Subsequent to this meeting, a concept paper was completed in which problems, barriers, and solutions to achieving Goal 7 were defined.

Problems Encountered and Anticipated: There are substantial differences between VS and PPQ relative to work that has already been completed toward Goal 7. A detailed proposal still needs to be developed and finalized. A great deal of work will need to be accomplished over the next quarter to keep up with an ambitious plan of action.



## APHIS GOAL 8

(Status as of December 29, 1989)

Goal: Have in place by January 1993 specific programs to help ensure that all employees have the capabilities necessary to perform effectively.

Action Steps to be Completed by the Review: Two parts of the first two action steps were to be completed by the review. These steps included:

Recruitment - (a) Establish task force to identify and document principal barriers to finding, attracting, and retaining a quality work force and identify specific management needs. (b) Develop and institutionalize a short- and long-term recruitment strategy and action plan which will enable APHIS to attract and retain employees in diverse categories.

Training - (a) Develop methodology and conduct assessment of current and future training needs. (c) Conduct training, facilitate advanced study, implement instruction.

Actual Accomplishments: Significant progress has been made. With respect to Recruitment, a working group (Recruitment Advisory Team) was established composed of representatives from all activities and OP. The group met and identified recruitment barriers and recommended solutions. Work plans have been developed by R&D and HRD to systematically eliminate or minimize barriers that can be resolved by APHIS and/or to pursue departmental or OPM approval. In the area of short - and long - term Recruitment, strategies have been developed or initiated: established a recruiters monetary/nonmonetary incentive bonus; produced and distributed APHIS Recruitment Videos; established APHIS Post Doctoral Program; and expanded advertisement efforts. These long-term strategies were recommended: establish an on-line applicant access system; expand recruitment for Operation Jumpstart, Co-Op and PMIS; establish a spousal placement assistance program; and develop surveys for new hires and separated employees with regard to training plans have been developed for Regulatory Enforcement Investigators and Animal Care field personnel. A Competency Guide was developed for Secretarial/Clerical personnel. Training courses are on-going and are based on Agency needs. Since March FY 89, approximately 55 training courses have been delivered to about 1,000 participants.

Problems Encountered and Anticipated: Due to budget some positions have not been filled and certain contract and procurement have been delayed. These actions have slowed the progress that otherwise could be made since most of the work required is resource (people and money) intensive.